

AGENCY PERFORMANCE PLAN FY2017

Name of Agency: Iowa Department of Corrections			
Agency Mission: Advance successful offender reentry to protect the public, staff, and offenders from victimization.			
Core Function	Performance Measure(s) (Outcome)	Performance Target(s)	Link to Strategic Plan Goal(s)
CF: Offender supervision, custody, and treatment			
Desired Outcome(s):			
Management and intervention programming of offenders to control and reduce the risk of harm to the public. Holding offenders accountable for past and current behaviors. Facilitate offenders' meeting their obligation to repair harm to victims and society. Developing offender attitudes and behaviors necessary for long term change	<ol style="list-style-type: none"> 1. % Of prison offenders who were medium/ high risk at time of admission who are convicted for a new aggravated misdemeanor/ felony within 3 years after discharge from system 2. % Of medium to high risk offenders that are receiving evidence based interventions for one, two, three, or four of top three criminogenic needs 3. Number of escapes (prison only) 4. Number of disturbances/hostage/uprising 5. % DNA collected on eligible offenders 	<p>30.3%</p> <p>N/A</p> <p>0</p> <p>0</p> <p>92.8%</p>	<p>Invest in program models that reduce recidivism. Expand effective community supervision.</p> <p>Staff in correlation to offenders' risk levels.</p> <p>Staff in correlation to offenders' risk levels.</p> <p>Expand collaboration with other agencies/organizations.</p>

Services, Products, Activities	Performance Measure(s)	Performance Target(s)	Strategies/Recommended Actions
1. Risk Identification SPA # 49100 Org# 221-228: 1121,1122,1123,1131,1132; 242-252: 1389			
A. Consistent use of validated instruments for assessment of offender risk and criminogenic need.	1. % Required validated risk assessment/ LSI-R 2. % Required custody classifications completed	N/A 99.1%	Reposition resources and offenders to maximize the Department's ability to reduce recidivism and increase staff and offender safety.
B Offender Classification: Assignment of offenders for management and supervision at the lowest possible level consistent with their risk.	1. Number of offenders assigned / supervised in accordance with risk assessment/ classification instrument Max/Med/Min	Max - 92% Med – 84% Min – 68%	Reposition resources and offenders to maximize the Department's ability to reduce recidivism and increase staff and offender safety.

2. Risk Management SPA # 49200 Org#221-228: 1141,1142,1151,1152,1171,1172, 1181,1182,1183,1184,1301,1302, 1307,1308,1309,1311,1312; 242- 252: 1207,1310,1338,1474,1475			
A. Managing offenders in a manner consistent with assessed risk, utilizing best practices, and within code requirements and constitutional guidelines.	1. Rate of inmate suicide 2. Number of offender deaths from natural causes and other than suicide 3. Prison population as % of capacity 4. % of required/needed FTEs per workload formula funded	1 Suicide/12 Attempts 15 112% 83.8%	Seek better treatment opportunities for mentally ill offenders. Concentrate on short term transitional goals for low risk offenders. Develop workload formula that provides for staffing sufficient to offenders' assessed needs and risk levels. Adjust CBC caseloads to levels that support increased success rates.

4. Basic Life Care SPA # 49400 Org# 221- 228: 1111,1112,1161,1162,1191, 1192,A12A,A13A,A14A,A15A; 242- 252: 1101,1220,1226,1231,1341, 1345,1346,1348,1349,1353,1355, 1356,1357,RM05,9997,999,2222, 1475			
A Provision of facilities, services, and programs necessary to meet mandates, ensure health, safe environment.			
B Ensure healthy, safe and constitutional correctional environment of offenders and staff.	<ol style="list-style-type: none"> 1. Number of offender deaths and/ serious Injuries 2. Number of staff serious injuries 3. Staff sexual misconduct: investigations/substantiated 4. Offender on offender abusive contact: investigations/substantiated 5. Offender on Offender non-consensual acts: investigations/substantiated 6. Staff sexual harassment: Investigations/substantiated 	<p>19</p> <p>There are no targets for investigations. That number is provided for informational purposes only. Following are targets for substantiated: 6 substantiated</p> <p>5-substantiated</p> <p>5-substantiated</p> <p>5-substantiated</p> <p>5-substantiated</p>	<p>Reposition resources and offenders to maximize the Department's ability to reduce recidivism and increase staff and offender safety.</p>

Name of Agency: Iowa Department of Corrections			
Agency Mission: The mission of the Department of Corrections is to protect the public, the employees, and the offenders.			
Core Function	Performance Measure(s) (Outcome)	Performance Target(s)	Link to Strategic Plan Goal(s)
CF: Resource Management			
Desired Outcome(s): Leadership, oversight, infrastructure, support that manages adequate human resources in an efficient, conscientious, and fiscally responsible manner			

Services, Products, Activities	Performance Measure(s)	Performance Target(s)	Strategies/Recommended Actions
1. Leadership & Oversight SPA 67100 Org# 221-228: 1111,1112; 238:4001,4002,4003,4044, 4005,4006,4007.4008,4012,6401, 6402; 242-252: 1101			
A.			
B.			

2.Financial Management SPA # 67200 Org#221-228: 1111,1112,1191,1192; 238: 4003,4004,4005: 242-252: 1101,1109	1. Correctional Officer Overtime as a percent of payroll	2.72%	Reposition resources and offenders to maximize the Department's ability to reduce recidivism and increase staff and offender safety.
A			
B			
C			
D			
3.Information systems/ Records, Communication SPA # 67300 Org# 238: 4003,4006,155A; 242- 252: 1183			
A			
B			
C			
D			